



CommonHealth

Vision:

*State employees in Virginia
will be the healthiest
in the nation.*

Mission:

*To make a difference in
the health of the employee
and the workplace by:*

- ◆ *Integrating health into
the work culture,*
- ◆ *Building trustworthy
partnerships,*
- ◆ *Changing individual
behavior.*

How much do sick employees cost?

■ The average annual health care cost per U.S. employee exceeded \$5,600 in 2002, a 56% hike in five years.

~ Annual Mercer Survey, 12/02

■ Pain from common ailments like headache and backache costs employers about \$80 billion a year, 79% arising from inability of employees to perform well while on the job.

~ Reuters, 8/02

CommonHealth

Virginia's Employee Health Promotion Program

Annual Report to Managers



CommonHealth Needs Your Support!

The concept of wellness in the workplace is good business. Improving the health, morale and productivity of your workforce positions your agency and the State at a financial advantage for the future. Your support of CommonHealth and encouragement of employee participation creates a win-win situation for everyone.

Breaking Free from Tobacco

First year results of the new smoking cessation program were positive with 2,337 employees enrolled. As of June 2003, 515 participants reported that they had quit. Enrollees received a "quit kit" and up to an eight-week supply of free patches or gum. *The Centers for Disease Control* reported in 2002 that a smoking employee will cost employers on average \$1,760 in lost productivity and \$1,623 in excess medical costs per year. The absenteeism rate for smoking employees is on average 50% more than for nonsmoking employees.

Program Participation

There are 564 agency locations currently participating in CommonHealth. During 2002-2003, there were 45,830 participants in 2,208 health promotion programs.



More than half of the costs created by sick employees can be attributed directly to their unhealthy lifestyles-such as smoking, inactivity and obesity.

How much do wellness programs save?

Workplace wellness programs save employers \$80–\$225 per employee per year in medical care costs and an equal amount in productivity gains.

~ Cost Benefit Analysis and Report 2001 by the University of Michigan Health Management Research Center

How To Get Started

If you would like information about CommonHealth or how to get started at your agency contact Continental Health Promotion at 804-560-4500 or www.chp-online.com/commonhealth

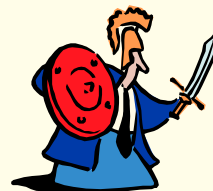


Virginia Department of
**HUMAN RESOURCE
MANAGEMENT**

Flu Shots

During the fall of 2003, 216 agency locations offered flu shots and 13,996 employees participated. The CDC

reported that U.S. businesses could save up to \$12 billion annually by providing workers flu shots prior to the flu season, cutting provider visits 34%-44%, and lost work days 32%-45%.



**Fight
the
Flu**

Baby Benefits

This program is designed to promote a healthy pregnancy and prevent premature birth. There were 685 participants in 2002-2003.

Medical Screenings

Employees are encouraged to participate in this biannual event. Employees complete a health risk appraisal and learn their Total Cholesterol, HDL, blood pressure and glucose. In 2003, 6,651 employees participated. There were 14% (n=887) of participants with high cholesterol or a Total Cholesterol of 240+. This is better than the Healthy People 2010 Target of 17%.

Weight Management Campaign

CommonHealth's third annual campaign, "It All Adds Up, Virginia", distributed a total of 13,500 kits. A total of 316 agency locations participated and employees reported losing a total of 16,257 pounds.

Success Story

Claude Hutton, the regional engineer at the Southwest Region Fire Marshall's Office, shared his appreciation for the CommonHealth "Breaking Free from Tobacco" program. Both he and his wife, Virginia, signed up in the fall of 2002 and have used the patches and gum, and the "tool kit" to quit their more than 20 year old tobacco habits. They have both been tobacco free since December 2002. In addition to quitting, they've started working out at the local wellness center three to four times a week. Together, they've lost a total of 43 pounds. Virginia's chronic morning cough has disappeared completely and both of them say they feel "100% better."

The Compass

The CommonHealth newsletter was distributed quarterly to approximately 95,000 employees at the worksite.